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NEGOTIATED AGREEMENT

between the

**LORAIN CITY SCHOOL DISTRICT
BOARD OF EDUCATION**

and

LORAIN ADMINISTRATORS' ASSOCIATION

Effective August 1, 2014 through July 31, 2017

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PREFACE

In order to secure for the people of Lorain a stable basis for harmonious and cooperative operation of the school system, the Association and Board consider this master contract fundamental.

- ❖ We acknowledge the value of diversity in the system's employment and pledge to use our mutual efforts toward establishing a diverse employee population.
- ❖ We acknowledge that in order for educational reform to take place, an enlightened approach to Board/Association relationships must exist.
- ❖ We acknowledge that service to students is foremost in our efforts and pledge our mutual energies to that end.
- ❖ We acknowledge that only through cooperative efforts to solve problems together will we succeed.

DEFINITIONS

“Administrative Compensation Plan” is the cooperatively-negotiated salary schedule in effect during the duration of the agreement.

“Administrator” refers to all certified persons below the level of director who administers programs in the Lorain City Schools.

“Advisory Panel” refers to a three (3) person review of the negotiations proceedings which led to unresolved issues by the negotiating teams. The Advisory Panel shall review, study and make recommendations that can resolve the issues on given items of disagreement. Such recommendations shall be advisory only.

“Association” means the Lorain Administrators' Association (LAA) and refers to administrators who are members of the LAA bargaining unit.

“Bargaining Unit” refers to all persons recognized to be certified and employed by the Lorain City School District Board of Education and represented in professional negotiations by the Lorain Administrators' Association. This includes all employees eligible for membership in the Lorain Administrators' Association.

“Board of Education” means the Lorain City School District Board of Education which is duly elected by residents of the Lorain City School District. Board of Education is used interchangeably with Board.

“Caucus” means a limited break in a negotiation session.

“*Consultants*” are individuals who, due to special training, experience, and talents, have abilities to assist in clarifying points under consideration and to assist in resolving misunderstandings.

“*Counsel*” means any person selected to sit in on a conference between an LAA member and a representative of the Lorain Schools’ management at any level of the grievance procedure.

“*Good Faith*” involves coming to the negotiating table with the intention of negotiating, not of dogmatically pursuing preconceived stands. Good faith requires that the LAA and the Board of Education be willing to react to each other’s proposals. If a proposal is unacceptable to one of the parties, that party is obligated to give its reason or offer counterproposals. Good faith requires parties to recognize negotiations as a shared process. The obligation of the Board and the LAA to meet for purposes of professional negotiations does not compel either party to agree to a proposal or require the making of a concession.

“*Grievance*” is defined as meaning a claim by an association member that there has been a violation, misinterpretation, or misapplication of the provisions of the Negotiated Agreement between the LAA and the Board of Education.

“*Negotiation Agent*” means that group granted such status by the Lorain City School District Board of Education.

“*Negotiating Meeting Period*” refers to that period of time, April 1 to June 1, from the initiation until the conclusion of negotiations.

“*Negotiation Session*” involves the actual time of conferring between the representatives of the Lorain City School District Board of Education and the Lorain Administrators’ Association.

“*Negotiations Team*” refers to the body of official representatives of the Lorain City School District Board of Education and the Lorain Administrators’ Association.

“*Professional Negotiations*” means conferring, discussing and negotiating in good faith by the Board of Education or its designated representatives and the recognized administrative organization through its designated representatives in an effort to reach agreement with respect to matters of concern. Collective bargaining, negotiations, and professional negotiations are used interchangeably in this agreement.

“*Recess*” involves the period of time between negotiations sessions once negotiations have commenced.

“*Superintendent*” refers to the Lorain City Superintendent, the chief executive officer of the Lorain City School District.

“*Unresolved Issues*” means disagreement; a deadlock on given item(s) being negotiated. Unresolved issues are declared when no further change of a position by the members of the negotiating teams is taking place and agreement is not reached.

“*Written Disposition*” involves the findings and recommendations of parties used to resolve any situation.

PROFESSIONAL NEGOTIATIONS AGREEMENT

WHEREAS, the Lorain City School District Board of Education is now and always has been desirous of providing the highest quality educational program commensurate with the needs of the community and the community’s financial ability to fulfill these needs; and

WHEREAS, the administrative, supervisory and psychologist positions represented by the Lorain Administrators’ Association provide the means by which the policy of the Board of Education is effectuated and the quality of the education program maintained; and

WHEREAS both the Board of Education and Association agree; in order that the quality of the educational program not be impaired by misunderstanding which might arise through lack of communications or undefined delineation of duty and responsibilities, certain of these rights and responsibilities should be properly designated; and

WHEREAS, nothing here contained is intended to limit the legal or statutory power of the Lorain Board of Education; and,

WHEREAS, it is hoped that dialogue will continue throughout the year and contribute to the betterment of public education in the City of Lorain;

NOW IT IS THEREFORE AND AGREED AS FOLLOWS:

ARTICLE I - RECOGNITION

- A. The Board shall and hereby does recognize the Lorain Administrators’ Association as the sole and exclusive representative for all administrators listed on the Rate Group Chart.
- B. The Association recognizes the Board as the locally elected body charged with policy formation and operation of the public education in Lorain.
- C. The Association recognizes the Superintendent as the chief executive officer and primary professional advisory of the Board as well as the educational leader of the school system.

ARTICLE II – NEGOTIATION PROCEDURE

- A. This negotiation procedure shall remain in effect until such time as both parties mutually agree to alter this procedure as defined by a new contractual agreement.
- B. The subject of negotiations shall include remunerations; benefits provisions; administrative staff-line personnel hours and length of work; and the administrative procedures involving the welfare of the LAA members including all subjects permitted in O.R.C. Chapter 4117.

- C. Periodic progress reports and news releases may be issued during negotiations provided that any such releases shall have the prior approval of all participants.
- D. When an agreement is reached through negotiations, the outcome shall be reduced to writing and submitted to the LAA and the Board for formal approval. Upon approval, the agreement shall become part of the official minutes of the Board.
- E. After sixty (60) calendar days from the first negotiation session for those items not resolved, either party may call for the services of the Federal Mediation and Conciliation Service to assist in negotiations. If a party calls for Mediation involvement, the other party shall join in a joint request. The Board and LAA agree that the aforementioned mediation shall supersede all other dispute settlement procedures contained in O.R.C. Chapter 4117.14.
- F. If any portion of this agreement is in violation of any statutes of the State of Ohio, then that portion or portions directly related to is in violation thereof shall be considered null and void, but all other provisions or applications shall continue in full force and effect. The portions considered by both parties as null and void shall be renegotiated in conformity with the law.

ARTICLE III – EMPLOYMENT PRACTICES

- A. In light of the previous agreement that there shall be cooperative efforts in revising LAA job descriptions, it is accepted that each Association member have one (1) written input into job descriptions, (2) be provided a copy of said job description with an opportunity for additional comment prior to presentation to the Board of Education, (3) in their possession a copy of said finalized job description every three years.
- B. The contract year for all positions with less than 230 authorized workdays shall be August 1 through July 31. The work year for individuals shall begin at least one (1) day prior to the first scheduled teacher workday of the school year and extend before and after the school year, the number of workdays authorized for the position, excluding weekends, holidays, and days schools are closed for holidays during the school year. Workdays may be scheduled prior to or after the school year by mutual agreement between the employee and his/her immediate supervisor.
- C. During negotiations with other employee groups, the counsel and advice of a representative of the Lorain Administrators' Association may be requested when issues apply directly to the responsibility of members of the administrative group or upon a specific request of the Administrators. The LAA will continue to serve as consultants to the Board of Education in negotiations with other employee groups. No less than the (2) LAA consultants (one shall be an officer) shall be invited and involved at any meeting that the Associations' presence is requested by the Superintendent.

- D. Recommendations regarding staffing needs for the District and/or the buildings shall be made to the Superintendent from the appropriate administrator.
- E. Members of the LAA may request compensatory time for days worked beyond those authorized in their individual contract, subsequent to the scheduling of said days with the Superintendent and obtaining his/her approval.
- F. One of the high school administrators must be present for school activities during evening hours where the administrator is normally expected to be present.
- G. Bargaining unit members will report to work when schools have been closed due to inclement weather. It is recognized that weather conditions may necessitate altering schedules.
- H. Regular elementary, middle and high schools will have a full-time Principal assigned to each building.
- I. Hiring Certificated Licensed Administrators

Where feasible, newly-hired members of the bargaining unit shall hold a valid certificate/license for the position held. Current employees occupy a bargaining unit position who does not possess a valid certificate/license for the position shall submit a professional development plan to the LPDC which shall be successfully completed within a reasonable period of time.

ARTICLE IV – CONTRACTS, EVALUATION, ASSIGNMENTS AND REASSIGNMENTS

- A. As in past practice, the Superintendent of Schools, in accordance with Board policy, shall determine the appropriate salary step at the time of employment, and in the case of reassignment, the individual shall be placed on the appropriate step as reflected by position, education, and experience as outlined in the Administrative Compensation Plan.
- B. All LAA personnel shall progress annually, regardless of contract duration, on the Daily Rate Group Schedule (See Appendix A) to the appropriate step reflected by position, education, and experience.
- C. Contracts and Administrator Evaluation
 - 1. Contracts
 - a. Before the contract of a member of the bargaining unit is nonrenewed, the Board and Superintendent shall comply with the due process requirements of O.R.C. §3319.02.

- b. The employee shall have the right to meet with the Board in executive session.

2. Evaluation

Members will be evaluated as per the requirements of the Ohio Revised Code in effect at the time of the evaluation. Evaluations shall be conducted by employees of the District who are credentialed under the applicable requirements for evaluating personnel.

- D. Administrative staff/line vacancies shall be sent to all buildings and the LAA President by way of electronic communication, including email.
- E. Matters pertaining to a LAA member's personnel file shall be handled in accordance with Board policy and the Ohio Revised Code.
- F. Recognizing the importance of an efficient educational operation, advance notice will be given prior to the transfer or reassignment of a bargaining unit member. Notification and reasons leading to any reassignment shall be shared with the LAA President prior to the announcement of the transfer. LAA members interested in transferring to new positions should notify the Superintendent.

ARTICLE V – PROFESSIONAL DEVELOPMENT

Professional development of LAA members, including the expenses related to same shall be conducted in accordance with Board Policy.

ARTICLE VI – EQUAL OPPORTUNITY

- A. Copies of all collective bargaining agreements between the Lorain Board of Education and employee groups shall be distributed to LAA members within two weeks after approval by the Board and the Board shall provide a summary of changes to LAA members who shall become familiar with said agreements.
- B. The Board of Education and the Lorain Administrators' Association willingly agree to exchange information as requested and in a reasonable time prior to and during negotiations.
- C. Members of the LAA shall not be discriminated against, nor practice any form of discrimination, in any phase of their job due to race, national origin, religion, residency as it applies to all professionally certified employee groups, sex, creed, age, marital status, sexual preference, or association responsibilities.
- D. LAA members will be invited to participate in appropriate interviews, to review credential files of selected applicants, and make appropriate recommendations.

- E. During the duration of this Negotiation Agreement, the Lorain Administrators' Association, its officers or agents, shall not engage in any strike, withholding of services or slowdown, against the Lorain City Schools.
- F. LAA members should have direct input into the selection of their building and office personnel. Hiring practices and policies should be explained fully to the hiring administrator. In hiring personnel, the administrator in charge along with the Human Resource Office will interview and screen candidates to find a replacement who meets the administrator's approval. These hiring decisions will be contingent upon Board policies, civil service requirements, and appropriate state law.
- G. Job Descriptions will be developed and/or modified from time to time by the District with input from two LAA representatives chosen by the LAA president. The final version of the job description shall be added to the contract and distributed to all LAA members by email.

ARTICLE VII – ADMINISTRATIVE COMPENSATION

A. Salary

The salary for members of the bargaining unit are set forth in Appendix A attached hereto and incorporated herein by reference.

B. Effective Dates

The salary and benefits set forth in this agreement shall remain in effect during the duration of this agreement and shall run from August 1 to July 31st of each school year.

C. Fringe Benefits

1. Life Insurance

Each bargaining unit member shall be provided a term life insurance policy in an amount equal to \$1,500 for each \$1,000 of annual salary as set forth in the salary schedule.

2. Medical Insurance

Each bargaining unit member shall be enrolled in the District's Joint Insurance Health Plan Trust and shall be entitled to such medical, dental and vision insurance coverage as are provided for in the plan.

3. Leave of Absence

- (a) Sick leave shall be earned at the rate of 1 ¼ days per month and unused sick leave shall be accumulated without limitation. Upon retirement, each person shall receive severance pay based upon the number of days of accumulated but unused sick leave. The severance pay due shall be calculated by multiplying the person's accumulated but unused sick leave by twenty-five percent (25%) and multiplying this product by the person's STRS salary for the last year of employment divided by the employee's number of authorized workdays. The amount of severance pay calculated shall not exceed seventy-five (75) days. Employees who complete their authorized workdays and end-of-year duties for the school year prior to retirement will receive additional severance pay equal to ten percent (10%) of the days to which they are otherwise entitled. Individuals will receive severance pay in a single payment in January in the year following retirement.
- (b) Accrued leave shall be granted each year in accordance with the following schedule:
 - (1) One (1) day for 15 days of accumulated sick leave;
 - (2) Two (2) days for 75 days of accumulated sick leave;
 - (3) Three (3) days for 150 days of accumulated sick leave; and,
 - (4) Four (4) days for 225 days of accumulated sick leave.

Unused accrued days will be bought back at the rate of Two Hundred and No/100 Dollars (\$200.00) per day.

- (c) Vacation leave shall be provided to LAA members who work a 260 day schedule and shall be accumulated and paid in accordance with the Board policy covering vacations for other full-time administrators, excluding the superintendent and treasurer.

4. Longevity

Longevity pay shall be made in accordance with the longevity schedule set forth in the Salary Schedule attached hereto.

5. Property Protection

A motor vehicle belonging to a bargaining unit member, which is vandalized on school property during the school day or District sponsored event, shall be reported to the Lorain Police Department and the District shall reimburse the affected member up to \$250 for any loss not covered by insurance.

6. Direct Deposit

The District shall electronically transfer the bargaining unit member's compensation to the depository identified to the District from time to time by the member. All members must provide the District with the name of a depository for this purpose.

D. Per Diem Calculation

The bargaining unit member's per diem rate shall be determined by taking the amount of member's regular, annual salary, as set forth in the schedule, divided by the number of days in the member's regular work schedule.

E. Extended Work Schedule

Any member required to work days or parts of days beyond the number of days in their normal annual work schedule, shall be compensated at their per diem rate on a pro-rata basis using 8 hours as a full day.

F. Summer School Pay

Any principal or assistant principal who agrees to accept a summer school assignment shall be paid \$150 per one-half day and \$200 per full day of actual work.

G. Training Allowance

Each member of the bargaining unit shall receive a training allowance as set forth in the schedule attached hereto and incorporated herein by reference.

H. Tuition Reimbursement

1. The Board agrees to pay up to One Hundred Dollars (\$100.00) per quarter hour or One Hundred Fifty Dollars (\$150.00) per semester hour to full-time employees who successfully complete graduate courses and/or undergraduate prerequisite courses to graduate courses.
2. An employee may receive reimbursement for a maximum of six (6) semester hours or nine (9) quarter hours per school year under this provision. A certified transcript and a receipt for tuition payments must be submitted to the Board Treasurer to be eligible for tuition reimbursement.
3. An employee must be employed in the district the year following the earning of the coursework credit to be eligible to receive tuition reimbursement.

4. The Board will appropriate for tuition reimbursement purposes a maximum of Ten Thousand Dollars (\$10,000) per annum. If the amount of valid tuition reimbursement requests exceeds this amount, eligible employees will be reimbursed on a prorated basis computed by dividing the appropriated amount by the total number of credit hours district wide for which reimbursement is requested.
 - (a) The LAA member must file, no later than November 1, a payment receipt and transcript of credits showing the course work completed with the Board Treasurer.
 - (b) Reimbursement will be made no later than the last pay in November for work completed the previous school year/summer.

ARTICLE VIII – GRIEVANCE PROCEDURE

The parties recognize that from time, to time there may be disagreement regarding the interpretation or compliance with this contract. In an effort to resolve disagreements in a professional and collegial manner, the parties agree to and adopt the following procedure.

- Step 1. Informal discussion between the aggrieved member, with or without the member's LAA representative present, and the member's immediate director/supervisor, except that if the aggrieved member is an assistant principal, then he/she will discuss the matter with the director to whom the principal reports.
- Step 2. If the aggrieved member is not satisfied with the resolution provided at the first step, then the aggrieved member shall meet with the Superintendent to informally discuss the dispute and to seek a resolution.
- Step 3. If the aggrieved member is not satisfied with the resolution provided by the Superintendent in Step 2, then the aggrieved member shall prepare and file a formal grievance within five business days of receiving the resolution offered by the Superintendent. The grievance shall be filed with the Director of Human Resources for the District and the Director shall provide a written response/resolution within ten (10) business days thereafter. The response shall be provided to the LAA president at the same time it is provided to the aggrieved member.
- Step 4. If the aggrieved member is not satisfied with the resolution in Step 3, the LAA may refer the matter to the Federal Mediation and Conciliation Service for assistance in mediating the dispute. Mediation shall be no longer than four hours, unless extended by mutual agreement of the parties and if not resolved, the grievance shall proceed to Step 5.

Step 5. If the aggrieved member is not satisfied with the response/resolution provided in Step 3, then the LAA may demand binding arbitration. Such a demand must be in writing, and filed with the Director of Human Resources within thirty (30) days of the receipt of the response from Step 3. Arbitration shall be conducted in accordance with the rules of the American Arbitration Association and the parties shall split the costs of the arbitration including the court reporter, if any. Each party shall pay their own legal fees. The arbitrator shall be selected from a panel of arbitrators mutually agreed to by the parties, which panel shall contain at least five arbitrators who have each agreed to charge no more than \$500 per day. Arbitrators shall be selected by drawing the name from a box containing all of the names of the arbitrators, but the same arbitrator cannot be used consecutively.

ARTICLE IX – REDUCTION IN FORCE

A. Introduction

1. Before the administrators are displaced because of Reduction in Force (RIF), all means of permanently or temporarily reducing staff, including the following, must have been exhausted:
 - a. Resignation
 - b. Retirement
 - c. Early retirement
 - d. Voluntary transfer
 - e. Leaves of absence
 - f. Nonrenewal of incompetent administrators
2. Should it become necessary under the provisions of the Ohio Revised Code Section 3319.17 to reduce staff due to financial considerations, decreased enrollment, return of administrators after medical leaves of absence, and/or suspension of schools or territorial changes affecting the District, the Board of Education shall achieve the necessary reduction in staff according to this policy. If possible, notification to involved administrators shall be prior to the last day of March of the year of the proposed reduction; this notification shall be in writing.

B. Certification

Reduction of administrative staff shall first be determined by reducing administrators who do not have proper certification/licensure within the classification affected.

C. Classifications

The following classifications are hereby established for the bargaining unit:

1. Alternate Program Principal/High School*
2. Middle School Principal
3. Elementary School Principal
4. Assistant Principal
5. Gifted Coordinator**
6. Psychologist

*One high school principal designated by the superintendent shall be excluded from the LAA. The Board agrees to pay the fair share fee for that position for the duration of this contract.

**The position of gifted coordinator which is currently in the LEA is considered to be an LAA position by the Board and the Board will cooperate with the LAA to correct the assignment.

D. Seniority

1. Seniority is recognized in the following manner: Number of years the member has been employed by the District as an LAA member.
2. In the event of a reduction in force, the least senior person in the classification, which is the subject of the reduction, shall be reduced first and be placed on a recall list. In the event that there is a more senior person in the classification, subject to the reduction, whose current year overall evaluation rating is “ineffective”, then the ineffective member shall be reduced first regardless of seniority. In the event that two or more members in the same classification are rated as “ineffective” at the time of a reduction in force, the District shall reduce the least senior “ineffective” member and reassign another administrator to that position, in order to accomplish the reduction.

In the event of a Reduction of Force in a classification, the affected LAA member has the right to replace a member in a lower classification, provided the member was previously employed in that lower classification in Lorain City Schools and was not rated overall ineffective in the final year of that classification. They must hold the proper licensure for their position. The superintendent shall assign the remaining members in the classification after the reduction in force.

3. Seniority tie breakers shall be used in the following order:
 - a. Total number of years in the classification, subject to the reduction;
 - b. Total number of years in the LAA;
 - c. Original date of hire; and,
 - d. Flip of a coin.
4. The District agrees that for purposes of a reduction in force, for the duration of this contract or until July 31, 2016, whichever first occurs, the District shall

consider all members to be comparable regardless of the member's actual rating under OPES.

E. Recall Rights

A member placed on the recall list as a result of action taken pursuant to this Article shall be recalled to the classification they held at the time of a reduction in the reverse order they were placed on the recall list provided, however, that a member who was rated as overall "ineffective" at the time he/she was reduced, shall not be placed on the recall list.

No member shall remain on a recall list for more than twelve full calendar months.

ARTICLE X – FAIR SHARE FEE

- A. The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the LAA, a fair share fee for the Association's representation of such non-members during the term of this contract. No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.
- B. Notice of the amount of the annual and/or pro rata fair share fee, which shall be no more than 100% of the unified dues of the Association, shall be transmitted by the Association to the Treasurer of the Board. The Board agrees to transmit all amounts deducted to the Association.
- C. Payroll deduction of such fair share fee shall begin the first pay date which occurs on or after January 15.
- D. The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid.
- E. The Board further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amount deducted for each.
- F. The Association represents to the Board that an internal rebate procedure has been established, and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the bargaining unit who does not join the Association and that such procedure and notices shall be in compliance with all applicable state and federal laws and the Constitution of the United States and the State of Ohio.

- G. Upon timely demand, non-members may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.
- H. The Association shall indemnify the Board for any cost, expense, or other liability that an employer might incur as a result of the implementation and enforcement of these provisions. The employer is required to give the LAA ten (10) days written notice of any claim made or action filed against the employer by a non-member for which indemnification may be claimed. The LAA, at its cost, has the right to designate counsel to represent and defend the employer.
- I. The employer agrees to: (a) give full and complete cooperation and assistance to the affiliate and its counsel at all levels of the proceedings; (b) permit the affiliate or its affiliated organizations to intervene as a party if it so desires; and/or (c) to not oppose the affiliate or its affiliated organizations' application to file brief *amicus curiae* in the action. The action brought against the Board must be a direct consequence of the Board's good faith compliance with the fair share fee contract provision, provided however, that there shall be no indemnification of the Board if it intentionally or willfully fails to apply (except due to a court order) or misapplies the fair share fee contract provision.
- J. Fee payers shall not be entitled to use the grievance procedure or bring action against the Board for collecting fair share fees.
- K. The Board shall pay one fair share fee for removal of the high school principal from LAA.

ARTICLE XI – STAFFING NEEDS COMMITTEE

- A. A cooperative effort between the LAA and the administration will occur to evaluate the appropriateness of administrative staffing levels in the District in order to insure the safety and security of staff and students and to be in compliance with District policies and safety plans.
- B. An Administrative Staffing Needs Committee shall be established by the LAA president. The committee will meet at the request of an LAA member. Upon deliberation of the committee and if the need for additional administrative staffing is substantiated, the committee will make such recommendation to the Superintendent.

ARTICLE XII – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE


- A. The Local Professional Development Committee shall be established comprised of five (5) persons: three (3) appointed by the LAA President and two (2) appointed by the Superintendent.
- B. The Committee will operate consistent with Ohio law and Ohio Department of Education Rules and Regulations.

- C. Appeals of an LPDC decision shall be to the Board of Education.


ARTICLE XIII – DURATION AND SIGNATURES

- A. This agreement made and entered into this 4th day of August, 2014, by and between the Lorain City School District Board of Education and the Lorain Administrators' Association shall be in effect for three years beginning August 1, 2014 and continuing in full force and effect to July 31, 2017. This agreement becomes valid upon ratification of the Lorain city School District Board of Education and the Lorain Administrators' Association. Provided, however, that the Board agrees to reopen negotiations regarding wages only in the event that the District grants across the board base pay increases to the members of the Lorain Education Association.
- B. Negotiations may be reopened for a successor agreement upon written request by either party no earlier than March 15 of the year of expiration.
- C. All prior agreements and contract extensions are null and void.


FOR THE BOARD:



President, Board of Education
Association

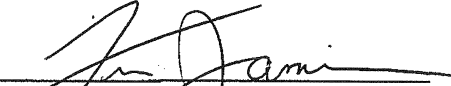


Superintendent

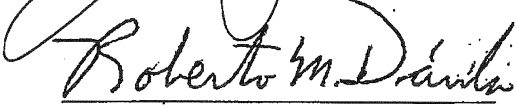
 Dale T. Weber

Treasurer

FOR THE ASSOCIATION:



President, Lorain Administrators'



Negotiating Team Co-Chairperson



Negotiating Team Co-Chairperson

Appendix A
LAA SALARY GRIDS
Effective August 1, 2014 to July 31, 2017

School Psychologist

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 2/1 | 203 | \$73,966.11 | | | | | |
| 2/2 | 203 | \$76,018.84 | | | | | |
| 2/3 | 203 | \$78,058.99 | | | | | |
| 2/4 | 203 | \$80,106.68 | | | | | |
| 2/5 | 203 | \$82,159.42 | | | | | |

Elementary, Middle School and High School Assistant Principal

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 2/1 | 212 | \$77,166.57 | | | | | |
| 2/2 | 212 | \$79,308.12 | | | | | |
| 2/3 | 212 | \$81,436.54 | | | | | |
| 2/4 | 212 | \$83,572.84 | | | | | |
| 2/5 | 212 | \$85,714.39 | | | | | |

High School Building Administrator

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 3/1 | 227 | \$83,286.31 | | | | | |
| 3/2 | 227 | \$85,609.55 | | | | | |
| 3/3 | 227 | \$87,904.75 | | | | | |
| 3/4 | 227 | \$90,225.20 | | | | | |
| 3/5 | 227 | \$92,537.22 | | | | | |

Elementary Principal

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 5/1 | 217 | \$83,489.00 | | | | | |
| 5/2 | 217 | \$85,804.90 | | | | | |
| 5/3 | 217 | \$88,126.22 | | | | | |
| 5/4 | 217 | \$90,442.40 | | | | | |
| 5/5 | 217 | \$92,768.87 | | | | | |

**Appendix A
LAA SALARY GRIDS
Effective August 1, 2014 to July 31, 2017**

Junior High (Middle School) Principal

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 7/1 | 230 | \$92,491.00 | | | | | |
| 7/2 | 230 | \$95,044.53 | | | | | |
| 7/3 | 230 | \$97,589.46 | | | | | |
| 7/4 | 230 | \$100,163.05 | | | | | |
| 7/5 | 230 | \$102,722.30 | | | | | |

Alternative Program Principal

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 7/1 | 230 | \$92,491.00 | | | | | |
| 7/2 | 230 | \$95,044.53 | | | | | |
| 7/3 | 230 | \$97,589.46 | | | | | |
| 7/4 | 230 | \$100,163.05 | | | | | |
| 7/5 | 230 | \$102,722.30 | | | | | |

Gifted/Talented Supervisor

| Step | Work Days | Base Salary Aug. 2014 | | | | | |
|------|-----------|-----------------------|--|--|--|--|--|
| 1/1 | 203 | \$72,534.73 | | | | | |
| 1/2 | 203 | \$74,529.61 | | | | | |
| 1/3 | 203 | \$76,547.11 | | | | | |
| 1/4 | 203 | \$78,554.56 | | | | | |
| 1/5 | 203 | \$80,569.55 | | | | | |

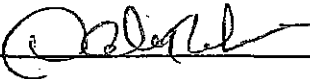
Appendix A
LAA TRAINING ALLOWANCE AND LONGEVITY
Effective August 1, 2014 to July 31, 2017

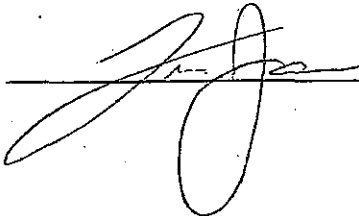
Training Allowance

| | |
|------------------------------|-------------|
| Masters Degree Plus 15 Hours | \$ 2,000.00 |
| Masters Degree Plus 30 Hours | \$ 4,000.00 |
| Masters Degree Plus 45 Hours | \$ 6,000.00 |
| Earned Doctorate Degree | \$ 8,000.00 |

Longevity

LAA members with 25 or 26 years of service shall receive a longevity step of \$1,000. With 27 or 28 years of service the \$1,000 payment ceases and is replaced with \$2,500. With 29 or more years of service the \$2,500 payment ceases and is replaced with \$4,000. Service is defined as years of experience in education and years of service purchased from STRS.

 DALE T. WEBER 8-9-14

 TIM JAM 8-7-14

APPENDIX B

Ohio Principal Evaluation System (OPES)

All forms are can be referenced on the ODE Website.

APPENDIX C

The LAA will work with the District to cooperatively develop a new evaluation form
for the posting of Psychologist.
